



CESO-YFNCT

MENTORSHIP GUIDELINES



What is Mentorship?

CESO mentorship programs provide expert Volunteer Advisors who bring an outside perspective and who can validate and add value to an idea. The mentor – mentee relationship is one of trust and mutual learning.

CESO mentorship is a long term one-on-one relationship with a mentor who has industry and/or business-related expertise, is flexible and provides advice, support and guidance to a mentee by understanding the mentee's unique needs and situations. CESO mentorships have helped mentees to reach their goals and expand their professional and business networks to open doors and create long term opportunities for individual and business success.

- » Mentoring offers high-level guidance for long-term development
- » Mentors are a source of experience, support and motivation and offer encouragement and a different perspective
- » A mentor can challenge an individual to think through issues and approaches and offer their knowledge and experience from the sector



CESOSACO
STRONGER ECONOMIES. BETTER LIVES.



Yukon First Nations
**CULTURE &
TOURISM**
Association



What makes a good mentee?

CESO has successfully completed around 200 mentorship assignments. Through its 50 years of experience in mentorship, CESO has learned that mentee selection is one of the key components of a successful mentorship. Some of our findings are:

- » **Mentee readiness** - mentees who are highly motivated are prepared to commit time and effort towards the mentorship. If the mentee is committed, he or she is flexible to ongoing communication, changing business needs and any other circumstances.
- » **Clarity about mentorship** - it helps when mentees have a clear plan about what they want to do with their business/organization. This helps the mentee to clearly identify the type of support they require from their mentor and create a mentoring schedule including follow-up mentoring time.
- » **Access to resources** - mentees who have access to resources and community support for finance, band support, physical infrastructure, and skilled human resources are more successful in being able to carry out their projects more effectively.

Eligibility

Based on the principles, we will be screening applicants for the CESO- Yukon First Nations Culture & Tourism Association (YFNCT) Mentorship Program based on the following:

- » Time and commitment to participating in the whole program, from December 1st to March 31st, 2020, and able to commit to meet with mentors, offsite mentorship and related activities.
- » Mentee must be a resident of Yukon
- » Must identify as Indigenous with business comprising at least 50% Indigenous ownership, as per National Authenticity Guidelines and YFNCT determined qualifiers.
- » Must be legally entitled to be in business in the Yukon
- » Must be a member in good standing with YFNCT, or willing to become a member
- » Must have an existing business or business vision/concept
- » Mentee has necessary community support and resources to implement the project.
- » Mentee has clear objective(s) on what they want to gain from the mentoring experience.





Mentorship delivery

CESO mentorship is in “real time,” providing coaching both on site (where the mentee lives and works) and off site, to provide advice and increase their knowledge of what tools are available to them and how to use them.

- » The mentorship includes: 12 days (7 hour days) = 12 total, 4 onsite, 4 travel, 4 offsite (distance mentorship).
- » There is an experienced and dedicated Community Relations Officer (CRO) for each project who is the main contact point for all projects.
- » After an application comes in, the application will be assessed based on the set criteria.
- » When selected, we will set up a call with the mentee to and learn more about their needs.
- » We look through our roster of more than 1,300 expert Volunteer Advisors (VAs) to find 2-3 advisors who we think would be a good fit, and send their resumes to look at.
- » We work with the mentee to screen the individuals to make a final selection.
- » The mentee and the advisor will develop work plan together (work plans inform the cost estimate) and starts the mentorship.
- » Each assignment is a combination of off-site and on-site work and the schedule is decided by the mentor and mentee.
- » CESO coordinates all project milestones from start to finish including mentee selection, VA recruitment and selection, planning, evaluations and reporting.
- » Mentees have the right to the tools and resources created for the project.

Successful Mentorships

<https://www.ceso-saco.com/ceso-expert-coaches-jocelyn-skeard/>

<https://www.ceso-saco.com/indigenous-entrepreneur-jacob-crane/>

<https://www.ceso-saco.com/jacquelyncardinal-indigenous-woman-entrepreneur/>

<https://www.ceso-saco.com/spinning-a-canadian-arctic-yarn/>





How to apply

Requirements:

- Please email a paragraph or two to tourism@yfnct.ca, explaining your organization and what area(s) mentoring is required in. The contact person who will be working directly with the CESO Volunteer Advisor (VA) needs to be identified with contact information.
- Individuals, organizations, incorporations, hamlets, not for profits, etc. are all eligible.

Deadline: Applications are due by Friday, November 22, 2019, noon.

Expression of interest to be made to: Harmony Hunter, Tourism Development Officer, Yukon First Nations Culture and Tourism Association, (867)-667-7698 ext. 201, tourism@yfnct.ca

For more information, please contact:

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Harmony Hunter

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